DOCUMENT RESUME

ED 326 966 EA 022 519

TITLE Women Administrators in New York State Public Schools, 1968-1989.
INSTITUTION New York State Education Dept., Albany. Information Center on Education.
PUB DATE 90
NOTE 19p.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Doctoral Degrees; Elementary Secondary Education; *Employment Patterns; Employment Statistics; Higher Education; Masters Degrees; *Public Schools; *School Administration; *Women Administrators
IDENTIFIERS *New York

ABSTRACT

The status of women as administrators in New York State public schools is examined in this report, with a focus on the educational preparation of school administrators, the educational preparation of women as potential school administrators, and the employment patterns of school administrators. Statistics indicate the trend toward doctoral-level study as a criterion for employment as a principal or assistant principal. Women are increasingly receiving a greater percentage of all master's and doctor's degrees in educational administration. Since the mid-1970s, an increasing percentage of administrative positions are held by women, with the exception of the position of superintendent. However, men's chances for administrative employment in the public schools are slightly better than those for women. Seven statistical tables are included. (LMI)

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WOMEN ADMINISTRATORS IN NEW YORK STATE PUBLIC SCHOOLS 1968 - 1989

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EA 022 519

The University of the State of New York
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WOMEN ADMINISTRATORS

IN

NEW YORK STATE PUBLIC SCHOOLS

1968 TO 1989

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The University of the State of New York
THE STATE EDUCATION DEPARTMENT
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Albany, New York 12234

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This report deals with the status of women as administrators in the public schools of New York State. Three major areas are investigated:

1. The educational preparation of persons employed as school administrators;
2. The educational preparation of women as potential school administrators;
3. The patterns in employment of school administrators.

The report was compiled from information collected through the Education Department's Basic Educational Data System, Higher Education Data System and Teacher Certification System.

Section I
Educational Preparation of Administrators

Tables 1 and 2 show the degree status of public school principals and assistant principals from 1968-69 to 1989-90. For purposes of this report, the categories "Doctorate" and "Master's + 30 hours" have been combined since they represent almost equivalent amounts of course work and will be tied to a subsequent section on the educational preparation of women.

By examining Table 1, it can be seen that the percentage of principals who undertook advanced study (Master's +30 hours or Doctorate) rose from 56 percent in 1968 to 85 percent in 1989. At the same time, the percentage of principals who held only a Master's Degree decreased from 43 percent in 1968 to 15 percent in 1989.

The trend in the degree status of assistant principals is similar to that found with principals. In both instances, there is a continuing rise in the level of formal education with greater emphasis being placed on doctoral level study. This trend strongly indicates that the level of advanced study is a major criterion for selection to the position of principal or assistant principal.

Section II
Educational Preparation of Women

As discussed in Section I, the likelihood of securing a position as a principal or assistant principal is highly correlated with the level of graduate study that a person completes. Given this fact, it is appropriate to determine the potential pool of women so educated.

Table 3 shows the number of graduate degrees in educational administration actually awarded to women by New York State postsecondary institutions for the years 1967-68 through 1987-88. The number and percent of such Doctorates awarded to women were relatively steady from 1968 through 1972 but increased to about 23 percent in both 1976 and 1980. In 1984 both the number and percent of Doctorates awarded to women reached their peak over the twenty year period. Since 1984 there has been a steady decline in the number and a relatively steady decline in the percent of Doctorates awarded to women by New York State postsecondary institutions.

At the Master's degree level, for the period 1968 through 1980, women received approximately 39 percent of the degrees awarded. However, from 1984 through 1988, women accounted for 54 percent of all Master's Degrees awarded in educational administration by New York State postsecondary institutions with both number and percent remaining relatively stable.

New York State compares favorably with the rest of the United States in awarding graduate degrees in educational administration to women. However, since 1984 data indicate that women in the United States excluding New York State have been gaining continu-

ally in the percent of all graduate degrees awarded while New York State appears to have peaked in 1986. Table 4 shows that, in 1968, about 7 percent of the Doctorates in the United States (excluding New York State) were awarded to women while 18 percent of the Doctorates in New York State (Table 3) were awarded to women. In 1976, the percent of Doctorates awarded to women in the United States rose to nearly 20 percent compared to 23 percent for New York State. From 1984 through 1988, women received 45 percent of all Doctor's Degrees awarded in the United States compared to 48 percent for New York State. From 1984 through 1988, women received 54 percent of all Master's Degrees awarded in both New York State and the United States excluding New York State.

Section III
The Employment of School Administrators

Table 5 shows the percentage of women serving as principals and assistant principals for the period 1968-69 to 1989-90. The percentage of women principals dropped from 16 percent in 1968 to 13 percent in 1976. From 1976 through 1989, however, the percentage of women principals showed a gradual and steady increase to 27 percent. The percentage of women assistant principals dropped from about 25 percent in 1968 to 19 percent in 1976. In 1980 the percentage of women assistant principals was still at 19 percent. However, since 1980, the percentage of women assistant principals has steadily increased from 19 percent to 34 percent in 1989. Women are gaining in relative percentages of both elementary and secondary principals and assistant principals.

Table 6 shows the percentage of women administrators (other than principals and assistant principals) for the period 1968-69 to 1989-90. Women appear to be making definite gains in the positions of Deputy, Associate, and Assistant Superintendent, Business Manager, and Director/Coordinator. The percentages of women in the other administration positions show fluctuation from year to year. However, the general trend since 1980-81 indicates that women are also gaining a greater share of these other administrative positions.

Table 7 shows the number of women and men who were issued administrator and supervisor certificates for the years 1972 through 1987 and the percentages of those who found employment as school administrators in the 2 years following the issuance of the certificate. In 1972, men received over eight times as many School District Administrator (SDA) Certificates as did women (550 versus 64). By 1980, men had less than a 2 to 1 edge and between 1984 and 1987, women received a total of 1800 SDA Certificates compared to 1669 for men.

The numbers of School Administrator and Supervisor (SAS) Certificates issued between 1972 and 1987 also show dramatic change for both men and women. In 1987, women received two and a half times as many SAS Certificates as they did in 1972 (1,296 compared to 519) while men received 1,562 certificates in 1972 compared to 968 certificates in 1987. In 1972 men received three times as many SAS Certificates as did women. Between 1984 and 1987 women received a total of 4,618 SAS Certificates compared to 3,706 for men.

Table 7 also shows the percentages of men and women securing employment in administrative positions in the 2 years following the issuance of the certificate. While there have been changes over time, these percentages have remained relatively unchanged, in recent years, for both men and women with men appearing to have a slight edge in gaining such employment.

Section IV
Concluding Remarks

The statistics presented in this report clearly indicate the trend toward doctoral level study as a criterion for employment as a principal or assistant principal and that women are increasingly receiving a greater percentage of Master's Degrees and Doctor's Degrees in Educational Administration. Since the mid-1970's, women have also been making steady gains in the percentage of administrative positions that they hold, with the exception of Superintendent where such gains have been small. At the same time, men still seem to have a slightly better chance of finding a position as a public school administrator than do women.

TABLE 1

DEGREE STATUS OF PUBLIC SCHOOL PRINCIPALS
NEW YORK STATE
1968-69 TO 1989-90

Year	Bachelor's Degree			Bachelor's + 30 Hours or Master's Degree			Master's + 30 Hours or Doctorate		
	Elementary	Secondary	Total	Elementary	Secondary	Total	Elementary	Secondary	Total
1968-69	1.6%	0.6%	1.3%	46.0%	35.6%	42.7%	52.3%	63.8%	56.0%
1972-73	1.0	0.2	0.8	38.4	29.2	35.6	60.6	70.6	63.6
1976-77	0.6	0.4	0.5	32.5	25.7	30.5	66.9	73.9	69.0
1980-81	*	0.1	0.1	27.0	20.5	24.9	73.0	79.4	75.0
1984-85	--	--	--	22.0	14.9	19.8	78.0	85.1	80.2
1988-89	--	--	--	16.1	12.0	14.9	83.9	88.0	85.1
1989-90	0.1	0.2	0.1	15.1	13.1	14.5	84.8	86.7	85.3

*Less than 0.1%

TABLE 2

DEGREE STATUS OF PUBLIC SCHOOL ASSISTANT PRINCIPALS
NEW YORK STATE
1968-69 TO 1989-90

Year	Bachelor's Degree			Bachelor's + 30 Hours or Master's Degree			Master's + 30 Hours or Doctorate		
	Elementary	Secondary	Total	Elementary	Secondary	Total	Elementary	Secondary	Total
1968-69	3.2%	1.9%	2.5%	30.2%	34.0%	32.4%	66.5%	64.0%	65.1%
1972-73	0.9	1.0	1.0	27.9	28.8	28.4	71.3	70.2	70.7
1976-77	0.3	0.4	0.4	21.6	23.3	22.6	78.1	76.3	77.0
1980-81	0.2	--	0.1	16.5	19.2	18.2	83.3	80.8	81.7
1984-85	--	0.1	0.1	13.1	14.2	13.8	86.9	85.7	86.2
1988-89	0.1	0.2	0.1	11.2	12.4	11.9	88.7	87.4	88.0
1989-90	0.1	0.7	0.5	9.8	12.1	11.0	90.1	87.2	88.5

TABLE 3

NUMBER AND PERCENT OF GRADUATE DEGREES IN EDUCATIONAL ADMINISTRATION AWARDED TO WOMEN

NEW YORK STATE

1967-68 TO 1987-88

Year	Master's Degree		Doctor's Degree		All Graduate Degrees	
	Number	Percent	Number	Percent	Number	Percent
1967-68	216	37.0%	20	17.9%	236	33.9%
1971-72	212	39.6	22	16.3	234	34.9
1975-76	279	37.1	32	23.2	311	34.9
1979-80	261	41.5	26	23.6	287	38.8
1983-84	279	50.5	67	58.3	346	51.9
1984-85	279	52.2	62	47.3	341	51.2
1985-86	293	56.1	51	50.5	344	55.2
1986-87	280	55.4	46	41.8	326	53.0
1987-88	279	54.4	40	41.7	319	52.4

TABLE 4

NUMBER AND PERCENT OF GRADUATE DEGREES IN EDUCATIONAL ADMINISTRATION AWARDED TO WOMEN

UNITED STATES (EXCLUDING NEW YORK STATE)

1967-68 TO 1987-88

Year	Master's Degree		Doctor's Degree		All Graduate Degrees	
	Number	Percent	Number	Percent	Number	Percent
1967-68	1,712	23.9%	45	6.6%	1,757	22.4%
1971-72	NA	NA	NA	NA	NA	NA
1972-73	2,068	23.1	102	9.8	2,170	21.7
1975-76	3,908	31.3	286	19.5	4,194	30.0
1979-80	4,332	42.0	484	33.7	4,816	41.0
1983-84	3,719	51.4	490	39.0	4,209	49.5
1984-85	3,901	52.7	603	44.0	4,504	51.3
1985-86	3,667	52.2	646	46.4	4,313	51.3
1986-87	3,260	54.4	673	47.0	3,933	53.0
1987-88	3,718	58.5	610	48.8	4,328	56.9

TABLE 5

PERCENT OF WOMEN PRINCIPALS AND ASSISTANT PRINCIPALS IN PUBLIC ELEMENTARY AND SECONDARY SCHOOLS

NEW YORK STATE

1968-69 TO 1989-90

Year	Principals			Assistant Principals		
	Elementary	Secondary	Total	Elementary	Secondary	Total
1968-69	21.5%	5.0%	16.2%	37.9%	14.6%	24.9%
1972-73	18.7	3.2	14.0	35.1	10.8	21.8
1976-77	17.0	3.9	13.1	33.0	10.0	19.2
1980-81	18.3	5.7	14.3	31.9	11.8	19.2
1984-85	22.6	8.4	18.1	35.5	15.8	23.2
1988-89	29.5	13.9	24.9	42.8	24.1	32.5
1989-90	32.2	14.7	26.9	45.2	24.9	34.1

TABLE 6

PERCENT OF WOMEN ADMINISTRATORS IN SELECTED PROFESSIONAL FIELDS IN NEW YORK STATE PUBLIC SCHOOLS

1968-69 TO 1989-90

Professional Field	1968-69	1972-73	1976-77	1980-81	1984-85	1988-89	1989-90
Superintendent Independent	1.7%	2.7%	0.9%	1.8%	4.1%	4.5%	4.0%
Superintendent Dependent	2.1	2.9	0.8	3.4	3.8	6.9	7.4
Deputy, Associate, Assistant Superintendent	6.9	7.3	8.6	10.3	13.9	22.5	22.5
Business Manager	1.7	7.1	11.2	14.1	18.7	20.4	19.8
Director/Coordinator	29.8	25.3	28.2	35.2	37.4	44.1	45.2
Assistant Director/Coordinator	50.7	37.0	35.6	43.9	44.1	56.5	55.3
Supervisor	50.8	45.8	51.2	40.2	46.9	49.3	50.1

TABLE 7

EMPLOYMENT RATE* IN FIELD OF CERTIFICATION OF PERSONS RECEIVING CERTIFICATES AS SCHOOL DISTRICT ADMINISTRATORS AND SCHOOL ADMINISTRATOR AND SUPERVISOR

NEW YORK STATE

1972 TO 1987

Certification Area	Year of Certification	Number Receiving Certification		Percent Employed			
				First Year Following Certification		First or Second Year Following Certification	
		Women	Men	Women	Men	Women	Men
School District Administrator	1972	64	550	20.3%	20.4%	25.0%	29.3%
	1976	300	710	13.0	12.7	16.7	16.8
	1980	297	522	13.8	11.7	NA	NA
	1984	447	450	33.1	41.3	42.7	49.1
	1985	360	366	35.6	42.3	45.8	51.4
	1986	434	394	36.2	47.7	45.6	58.4
	1987	559	459	34.7	46.2	42.6	53.8
School Administrator and Supervisor	1972	519	1,562	43.9%	48.7%	50.9%	56.4%
	1976	898	1,527	24.2	35.8	29.8	41.7
	1980	507	710	29.0	31.7	NA	NA
	1984	1,016	829	27.7	40.9	36.4	48.1
	1985	1,048	910	32.0	42.4	38.9	48.8
	1986	1,258	999	30.5	45.4	40.1	52.0
	1987	1,296	968	32.9	42.4	39.2	50.0

*Employment rate in field of certification in New York State public schools only.

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